

CIA COMPENSATION STUDY

Statement of Work:

The Contractor shall provide the necessary qualified personnel, materials and facilities to evaluate the Agency's existing compensation practices and recommend possible alternatives.

In carrying out the objectives of this study, the Contractor shall:

- A. Review and analyze overseas pay practices,
- B. Identify any existing compensation problems; and, if indicated,
- C. Identify and recommend options for modifying the existing compensation systems.

Task Plan for Review of Overseas Positions:

- Task 1 Obtain and Review Background Information
- Task 2 Receive Briefings and Conduct Background Interviews
- Task 3 Select Overseas Benchmark Positions and Locations
- Task 4 Conduct On-site Audits and Evaluate Overseas Positions
- Task 5 Price Overseas Positions Utilizing the Total Compensation Approach
- Task 6 Prepare Final Overseas and Interim Overall Report